

REGULAR TEACHER CONTRACT

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)

This regular teacher contract ("Contract") is by and between the governing body of the

School Town of Highland ("Corporation") and

Zack, John A ("Teacher"). Zack, John A

is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

- 1. The Teacher shall teach in the schools of the Corporation for the school term, beginning 07-01-23, and ending on 06-30-25. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 260.00 days. Ind. Code 20-28-6-2(a)(3)(B)
3. The number of hours per day the Teacher is expected to work under this Contract is N/A. Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of \$131,925.00 during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in 26 installments on a Biweekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(e) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 3rd day of November, 2023.

Teacher

School Corporation by:

[Handwritten signature of John A. Zack]

[Handwritten signature]

President

Attested:

[Handwritten signature of Brian J. Smith]

[Handwritten signature]

Superintendent

Secretary

REGULAR TEACHER CONTRACT

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)

This regular teacher contract ("Contract") is by and between the governing body of the

School Town of Highland ("Corporation") and

Campos, Cristina ("Teacher"). Campos, Cristina

is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

- 1. The Teacher shall teach in the schools of the Corporation for the school term, beginning 07-01-23, and ending on 06-30-25. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 215.00 days. Ind. Code 20-28-6-2(a)(3)(B)
3. The number of hours per day the Teacher is expected to work under this Contract is N/A. Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of \$96,354.00 during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in 26 installments on a Biweekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(e) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 3rd day of November, 2023.

Teacher

School Corporation by:

[Handwritten signature of teacher]

[Handwritten signature of president]

President

Attested:

[Handwritten signature of superintendent]

[Handwritten signature of secretary]

Superintendent

Secretary

REGULAR TEACHER CONTRACT

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)

This regular teacher contract ("Contract") is by and between the governing body of the

School Town of Highland ("Corporation") and

Locke, Andrew J. ("Teacher"). Locke, Andrew J.

is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

- 1. The Teacher shall teach in the schools of the Corporation for the school term, beginning 07-01-23, and ending on 05-26-25. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 215.00 days. Ind. Code 20-28-6-2(a)(3)(B)
3. The number of hours per day the Teacher is expected to work under this Contract is N/A. Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of \$96,354.00 during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in 26 installments on a Biweekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(e) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 3rd day of November, 2023.

Teacher

School Corporation by:

[Handwritten signature of Andrew J. Locke]

[Handwritten signature of School Corporation President]

President

Attested:

[Handwritten signature of Brian J. Smith]

[Handwritten signature of School Corporation Secretary]

Superintendent

Secretary

Loc Desc: Administrator

**REGULAR TEACHER CONTRACT**

*Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)*

This regular teacher contract ("Contract") is by and between the governing body of the

School Town of Highland ("Corporation") and

Belli, Anthony J. ("Teacher"). Belli, Anthony J.

is a teacher as defined in Ind. Code 20-18-2-22.

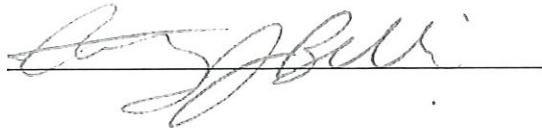
In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

1. The Teacher shall teach in the schools of the Corporation for the school term, beginning 07-01-23, and ending on 06-30-25. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 260.00 days. Ind. Code 20-28-6-2(a)(3)(B)
3. The number of hours per day the Teacher is expected to work under this Contract is 7.50. Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of \$96,354.00 during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in 26 installments on a Biweekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(e) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 3rd day of November, 2023.

Teacher

School Corporation by:





President

Attested:



Superintendent



Secretary

Loc Desc: Administrator

**REGULAR TEACHER CONTRACT**

*Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)*

This regular teacher contract ("Contract") is by and between the governing body of the

School Town of Highland ("Corporation") and

Corman, Scheryl ("Teacher"). Corman, Scheryl

is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

1. The Teacher shall teach in the schools of the Corporation for the school term, beginning 07-01-23, and ending on 06-30-25. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 260.00 days. Ind. Code 20-28-6-2(a)(3)(B)
3. The number of hours per day the Teacher is expected to work under this Contract is 7.50. Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of \$127,164.00 during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in 26 installments on a Biweekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(e) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 3rd day of November, 2023.

Teacher

School Corporation by:

Scheryl Corman

[Signature]

President

Attested:

Brian J Smith

[Signature]

Superintendent

Secretary

REGULAR TEACHER CONTRACT

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)

This regular teacher contract ("Contract") is by and between the governing body of the

School Town of Highland ("Corporation") and

Beveridge, Kevin M ("Teacher"). Beveridge, Kevin M

is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

- 1. The Teacher shall teach in the schools of the Corporation for the school term, beginning 07-01-23, and ending on 05-30-25. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 215.00 days. Ind. Code 20-28-6-2(a)(3)(B)
3. The number of hours per day the Teacher is expected to work under this Contract is N/A. Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of \$107,172.00 during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in 26 installments on a Biweekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(e) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 3rd day of November, 2023.

Teacher

School Corporation by:

[Handwritten signature of Kevin M Beveridge]

[Handwritten signature of School Corporation President]

Attested:

[Handwritten signature of Brian J Smith, Superintendent]

[Handwritten signature of School Corporation Secretary]

REGULAR TEACHER CONTRACT

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)

This regular teacher contract ("Contract") is by and between the governing body of the

School Town of Highland ("Corporation") and

Davis, Christina ("Teacher"). Davis, Christina

is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

- 1. The Teacher shall teach in the schools of the Corporation for the school term, beginning 07-01-23, and ending on 06-20-25. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 215.00 days. Ind. Code 20-28-6-2(a)(3)(B)
3. The number of hours per day the Teacher is expected to work under this Contract is 7.50. Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of \$107,172.00 during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in 26 installments on a Biweekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(e) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 3rd day of November, 2023.

Teacher

School Corporation by:

[Handwritten signature of Christina Davis]

[Handwritten signature of School Corporation President]

President

Attested:

[Handwritten signature of Brian J. Smith]

Superintendent

[Handwritten signature of School Corporation Secretary]

Secretary

REGULAR TEACHER CONTRACT

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)

This regular teacher contract ("Contract") is by and between the governing body of the

School Town of Highland ("Corporation") and

Harrington, Amy E ("Teacher"). Harrington, Amy E

is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

- 1. The Teacher shall teach in the schools of the Corporation for the school term, beginning 07-01-23, and ending on 06-20-25. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 215.00 days. Ind. Code 20-28-6-2(a)(3)(B)
3. The number of hours per day the Teacher is expected to work under this Contract is N/A. Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of \$107,172.00 during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in 26 installments on a Biweekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(e) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 3rd day of November, 2023.

Teacher

School Corporation by:

[Handwritten signature of Amy E. Harrington]

[Handwritten signature of School Corporation President]

Attested:

[Handwritten signature of Brian J. Smith, Superintendent]

[Handwritten signature of School Corporation Secretary]



REGULAR TEACHER CONTRACT

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)

This regular teacher contract ("Contract") is by and between the governing body of the

School Town of Highland ("Corporation") and

McMahon, Eric B

("Teacher").

McMahon, Eric B

is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

- 1. The Teacher shall teach in the schools of the Corporation for the school term, beginning 07-01-23, and ending on 06-30-25. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 215.00 days. Ind. Code 20-28-6-2(a)(3)(B)
3. The number of hours per day the Teacher is expected to work under this Contract is N/A. Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of \$107,172.00 during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in 26 installments on a Biweekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(e) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 3rd day of November, 2023.

Teacher

School Corporation by:

[Handwritten signature of Eric B McMahon]

[Handwritten signature of School Corporation President]

President

Attested:

[Handwritten signature of Brian J Smith]

Superintendent

[Handwritten signature of School Corporation Secretary]

Secretary

REGULAR TEACHER CONTRACT

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)

This regular teacher contract ("Contract") is by and between the governing body of the

School Town of Highland ("Corporation") and

Smith, Brian J ("Teacher"). Smith, Brian J

is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

- 1. The Teacher shall teach in the schools of the Corporation for the school term, beginning 07-01-23, and ending on 06-30-26. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 260.00 days. Ind. Code 20-28-6-2(a)(3)(B)
3. The number of hours per day the Teacher is expected to work under this Contract is 8.00. Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of \$178,422.00 during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in 26 installments on a Biweekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(e) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 3rd day of November, 2023.

Teacher

School Corporation by:

[Handwritten signature of Brian J. Smith]

[Handwritten signature of School Corporation President]

President

Attested:

[Handwritten signature of Brian J. Smith]

Superintendent

[Handwritten signature of School Corporation Secretary]

Secretary

**EIGHTH AMENDMENT TO  
ADDENDUM TO SUPERINTENDENT'S CONTRACT**

THIS EIGHTH AMENDMENT TO ADDENDUM TO SUPERINTENDENT'S CONTRACT is attached to the Superintendent's Contract dated the 10th day of June, 2013, by and between **SCHOOL TOWN OF HIGHLAND, OF LAKE COUNTY, INDIANA** (hereinafter called the "Board"), and **BRIAN J. SMITH** (hereinafter called "Superintendent").

**WITNESSETH THAT:**

**WHEREAS**, a Superintendent's Contract was entered into by and between the Board and Superintendent pursuant to IC 20-28-6-3 as the regular uniform contract for the employment of teachers pursuant to IC 20-28-6-4(b); and

**WHEREAS**, the parties entered into an Addendum to the Contract with additional provisions which are specifically incorporated by reference and made a part hereof of the Contract (the "Addendum");

**WHEREAS**, the parties entered in a First Amendment to the Addendum with additional provisions which are specifically incorporated by reference and made a part hereof of the Contract (the "First Amendment");

**WHEREAS**, the parties entered into a Second Amendment to the Addendum with additional provisions which are specifically incorporated by reference and made a part hereof of the Contract (the "Second Amendment");

**WHEREAS**, the parties entered into a Third Amendment to Addendum the with additional provisions which are specifically incorporated by reference and made a part hereof of the Contract (the "Third Amendment");

**WHEREAS**, the parties entered into a Fourth Amendment to the Addendum with additional provisions which are specifically incorporated by reference and made a part hereof of the Contract (the "Fourth Amendment"); and

**WHEREAS**, the parties entered into a Fifth Amendment to the Addendum with additional provisions which are specifically incorporated by reference and made a part hereof of the Contract (the "Fifth Amendment"); and

**WHEREAS**, the parties entered into a Sixth Amendment to the Addendum with additional provisions which are specifically incorporated by reference and made a part hereof of the Contract (the "Sixth Amendment"); and

**WHEREAS**, the parties entered into a Seventh Amendment to the Addendum with additional provisions which are specifically incorporated by reference and made a part hereof of the Contract (the "Seventh Amendment"); and

**WHEREAS**, the parties now desire to modify Paragraph 2 of the Addendum entitled "Salary".

**NOW, THEREFORE**, in consideration of the mutual covenants contained herein, it is agreed by and between the parties as follows:

1. That Paragraph 2 entitled "Salary" is hereby deleted in total and said Paragraph 2 shall now read as follows:

**"2. SALARY**. The annual base salary for the Superintendent shall be adjusted retroactive to July 1, 2023, to the amount of One Hundred Seventy-Eight Thousand, Four Hundred Twenty-Two Dollars (\$178,422.00). Each year the Superintendent's raise will be based on the same percentage increase as all other administrators and non-certified personnel.

2. The parties further agree that all other terms, conditions and covenants of the Superintendent's Contract and subsequent Addendums entered into between the parties shall remain unaltered and in full force and effect except as herein expressly modified or supplemented thereto.

IN WITNESS WHEREOF, the parties have executed this Eighth Amendment to Addendum to Superintendent's Contract this 21st day of November, 2023.

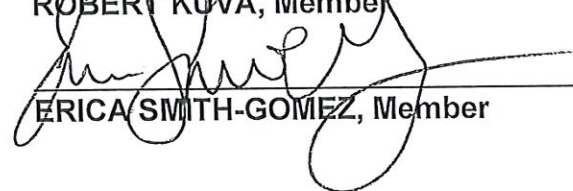
SCHOOL TOWN OF HIGHLAND  
OF LAKE COUNTY, INDIANA

  
VICTOR A. GARCIA, President


  
PATRICK KRULL, Vice President

  
ALLENCIA BALLARD, Secretary

  
ROBERT KUVA, Member

  
ERICA SMITH-GOMEZ, Member

SUPERINTENDENT:

  
BRIAN J. SMITH

REGULAR TEACHER CONTRACT

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)

This regular teacher contract ("Contract") is by and between the governing body of the

School Town of Highland ("Corporation") and

Erdelac, Ryan S ("Teacher"). Erdelac, Ryan S

is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

- 1. The Teacher shall teach in the schools of the Corporation for the school term, beginning 07-01-23 , and ending on 06-30-25 . Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 260.00 days. Ind. Code 20-28-6-2(a)(3)(B)
3. The number of hours per day the Teacher is expected to work under this Contract is N/A . Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of \$136,473.00 during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in 26 installments on a Biweekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(e) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 3rd day of November , 2023.

Teacher

School Corporation by:

[Handwritten signature of Ryan S Erdelac]

[Handwritten signature of School Corporation President]

President

Attested:

[Handwritten signature of Brian J Smith]

[Handwritten signature of School Corporation Secretary]

Superintendent

Secretary

REGULAR TEACHER CONTRACT

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)

This regular teacher contract ("Contract") is by and between the governing body of the

School Town of Highland ("Corporation") and

Gossman, Kelly Erin ("Teacher"). Gossman, Kelly Erin

is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

- 1. The Teacher shall teach in the schools of the Corporation for the school term, beginning 07-01-23, and ending on 06-30-25. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 210 days. Ind. Code 20-28-6-2(a)(3)(B)
3. The number of hours per day the Teacher is expected to work under this Contract is 7.50. Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of \$107,371.00 during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in 26 installments on a Biweekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(e) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 3rd day of November, 2023.

Teacher

School Corporation by:

Kelly Gossman

[Signature]

President

Attested:

Brian J Smith

[Signature]

Superintendent

Secretary

## **NINETH ADDENDUM TO EMPLOYMENT AGREEMENT**

This Ninth Addendum is attached to the Employment Agreement dated July 1, 2011, between **THE SCHOOL TOWN OF HIGHLAND, LAKE COUNTY, INDIANA**, whose principal place of business is located at 9145 Kennedy Avenue, Highland, Indiana 46322, hereinafter referred to as "Employer," and **CYNTHEIA D. ADAMS** hereinafter referred to as "Employee."

### **WITNESSETH THAT:**

**WHEREAS**, the aforementioned Employment Agreement was entered into by and between the Employer and the Employee on July 1, 2011; and

**WHEREAS**, the parties wish to supplement that Employment Agreement with additional provisions which are specifically incorporated by reference and made a part of the Agreement.

**NOW, THEREFORE**, in consideration of the mutual covenants to each other and intending to be mutually bound according to the terms of this Addendum, the parties agree as follows:

1. **TERM OF EMPLOYMENT**. The term of the Employment Agreement shall be extended one (1) year through June 30, 2025.

2. **COMPENSATION OF EMPLOYEE**. Employer shall pay Employee, and Employee shall accept from Employer in full payment for Employee's services hereunder, an annual salary commencing July 1, 2023, and ending on June 30, 2024, an amount of One Hundred Thirty-Thousand Nine Hundred Eighty-Eight Dollars (\$130,988.00). Employee's annual compensation may be adjusted by Employer based upon the job performance evaluation to be performed by June 30th of each year.

Except as modified herein, all of the terms, provisions and conditions of the Employment Agreement dated July 1, 2011, shall remain in full force and effect.

**SIGNATURE PAGE FOLLOWS**



IN WITNESS WHEREOF, the parties have executed this Ninth Addendum to Employment Agreement this 21<sup>st</sup> day of November, 2023.

EMPLOYER:

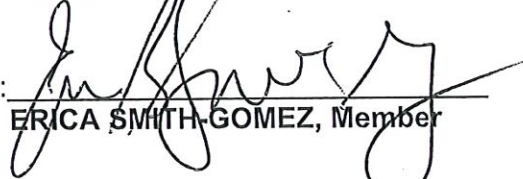
SCHOOL TOWN OF HIGHLAND

By:   
VICTOR A. GARCIA, President

By:   
PATRICK KRULL, Vice President

Re:  
By:   
ALLENCIA BALLARD, Secretary

By:   
ROBERT KUYA, Member

By:   
ERICA SMITH-GOMEZ, Member

EMPLOYEE:

  
CYNTHIA D. ADAMS

REGULAR TEACHER CONTRACT

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)

This regular teacher contract ("Contract") is by and between the governing body of the

School Town of Highland ("Corporation") and

Harrington, Ryan ("Teacher"). Harrington, Ryan

is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

- 1. The Teacher shall teach in the schools of the Corporation for the school term, beginning 07-01-23, and ending on 06-20-25. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 240.00 days. Ind. Code 20-28-6-2(a)(3)(B)
3. The number of hours per day the Teacher is expected to work under this Contract is 7.50. Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of \$100,901.00 during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in 26 installments on a Biweekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(e) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 3rd day of November, 2023.

Teacher

School Corporation by:

[Handwritten signature of Teacher]

[Handwritten signature of School Corporation]

President

Attested:

[Handwritten signature of Superintendent]

Superintendent

[Handwritten signature of Secretary]

Secretary

REGULAR TEACHER CONTRACT

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)

This regular teacher contract ("Contract") is by and between the governing body of the

School Town of Highland ("Corporation") and

Kasprzycki, Eleanore ("Teacher"): Kasprzycki, Eleanore

is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

- 1. The Teacher shall teach in the schools of the Corporation for the school term, beginning 07-01-23, and ending on 06-30-25. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 260.00 days. Ind. Code 20-28-6-2(a)(3)(B)
3. The number of hours per day the Teacher is expected to work under this Contract is 8.00. Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of \$112,341.00 during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in 26 installments on a Biweekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(e) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 3rd day of November, 2023.

Teacher

School Corporation by:

[Handwritten signature of Eleanore Kasprzycki]

[Handwritten signature of School Corporation President]

Attested:

[Handwritten signature of Brian Smith, Superintendent]

[Handwritten signature of School Corporation Secretary]